

Exhibit 4

Document title:	Wayback Machine
Capture URL:	https://web.archive.org/web/20240331122501/https://www.inclusiongenius.com/wp-content/uploads/2023/01/press-video-01.jpeg
Page loaded at (UTC):	Thu, 22 Aug 2024 16:38:36 GMT
Capture timestamp (UTC):	Thu, 22 Aug 2024 16:38:37 GMT
Capture tool:	2.61.7
Collection server IP:	54.175.14.236
Browser engine:	Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/127.0.0.0 Safari/537.36
Operating system:	linux x64 (Node v20.5.1)
PDF length:	2
Capture ID:	shErKTV8PVMzQ25M4iCMjL
User:	automation@page-vaul

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Document title:	Wayback Machine
Capture URL:	https://web.archive.org/web/20240331122338/https://www.inclusiongenius.com/wp-content/uploads/2023/07/slider-hp-22.jpg
Page loaded at (UTC):	Thu, 22 Aug 2024 16:38:23 GMT
Capture timestamp (UTC):	Thu, 22 Aug 2024 16:38:24 GMT
Capture tool:	2.61.7
Collection server IP:	54.175.14.236
Browser engine:	Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/127.0.0.0 Safari/537.36
Operating system:	linux x64 (Node v20.5.1)
PDF length:	2
Capture ID:	9YfEb6dEriaZE4UihG8F5x
User:	automation@page-vaul

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Document title:	Wayback Machine
Capture URL:	https://web.archive.org/web/20240331122439/https://www.inclusiongenius.com/wp-content/uploads/2023/07/my-difference.jpg
Page loaded at (UTC):	Thu, 22 Aug 2024 16:38:16 GMT
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Collection server IP:	52.5.8.50
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Operating system:	linux x64 (Node v20.5.1)
PDF length:	2
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Diversity won't make a difference without inclusion

At DG, we're working to be the most inclusive store, neighbor, and employer in the world, with teams that reflect the diverse communities we serve. We put people first so that our differences can make the difference in building careers, schools, communities, and a world inspired by serving others. Today we continue this journey as we launch a new phase in our commitment to serving others — the My Difference Makes A Difference campaign.



"My difference that makes a difference is working with intentional leaders to push an inclusive workplace where everyone can feel valued, respected, and supported."

Dr. Janelle Sabau, South Coast Community College

Learn more: [dg.com/MyDifference](https://www.dg.com/MyDifference)



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Capture URL:	https://web.archive.org/web/20240331122421/https://www.inclusiongenius.com/wp-content/uploads/2023/07/slider-hp-20.jpg
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Capture URL:	https://web.archive.org/web/20240331122509/https://www.inclusiongenius.com/wp-content/uploads/2023/05/media-vid-1.jpg
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User:	automation@page-vaul

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Document title:	Wayback Machine
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Capture URL:	https://web.archive.org/web/20231117175607/https://www.inclusiongenius.com/wp-content/uploads/2023/07/slider-hp-41.jpg
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PDF length:	2
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User:	mcguirewoods



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Operating system:	Linux (Node 20.11.1)
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Document title:	Wayback Machine
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User:	automation@page-vaul

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2023 2024 2025 About this capture



Document title:	Press & Media The Inclusion Genius Factory
Capture URL:	https://web.archive.org/web/20240418031535/https://www.inclusiongenius.com/press-media/
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Operating system:	Linux (Node 20.11.1)
PDF length:	6
Capture ID:	ucFQtcqmfhktnuWNVUL6Zp
User:	mcguirewoods

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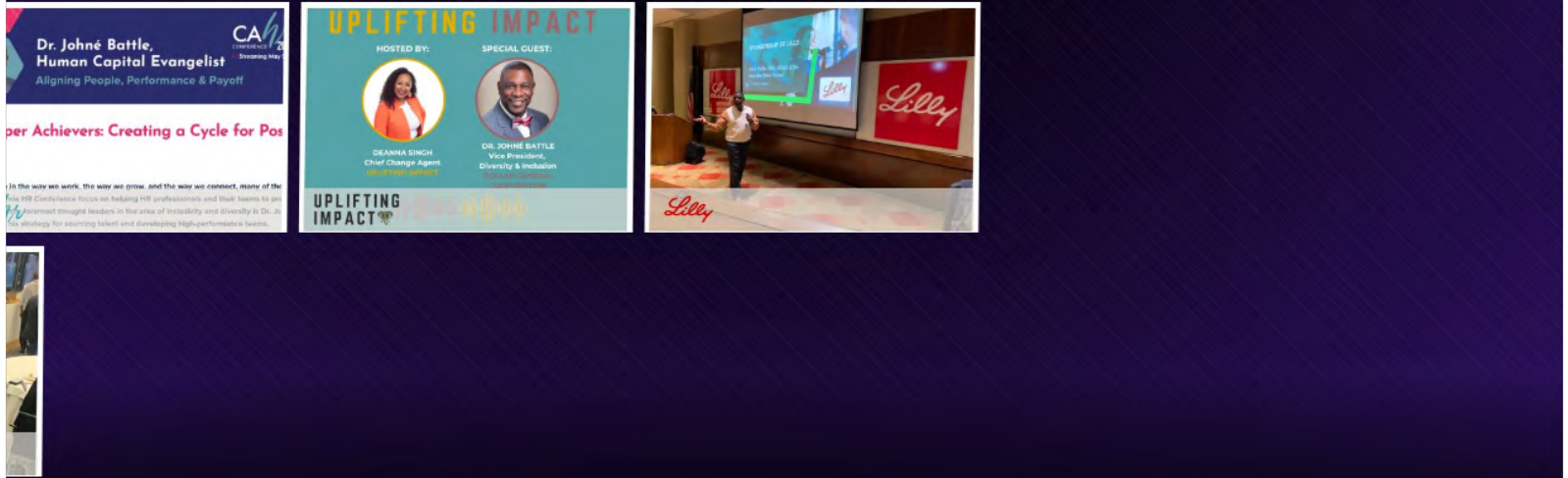
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Dr. Johné Battle

has been recognized by the LA Times as a Top 100 DEIA Leader, and three consecutive years by the National Diversity & Leadership Council has been one of the Top 100 Diversity Officers for 2021, 2022, and 2023. He has been featured in Fortune Magazine, and has graced the cover of Diversity Women, Diversity Professional magazine, and was inducted into the Inclusion Hall of Fame. He is renowned as a global Business Executive and thought leader who brings the powerful combination of skillful talent development and human capital expertise. His deep understanding of human relations, personal branding, diversity, equity, and inclusion, and organizational performance have led to a successful track record of business transformation and human capital counseling.

He currently is the founding partner and CEO of The Inclusion Genius Factory, LLC, and the Senior



Diversity Professional magazine, and was inducted into the Inclusion Hall of Fame. He is renowned as a global Business Executive and thought leader who brings the powerful combination of skillful talent development and human capital expertise. His deep understanding of human relations, personal branding, diversity, equity, and inclusion, and organizational performance have led to a successful track record of business transformation and human capital counseling.

He currently is the founding partner and CEO of The Inclusion Genius Factory, LLC, and the Senior Vice-President and Chief Diversity Officer for Dollar General Corporation, a \$38+ billion-plus retailer with more than 19,500 convenient, easy-to-shop stores in 47 states. Dr. Battle owns the strategy for diversity, equity, and inclusion for over 170,000 employees; working across the organization using belonging indexes, talent-flow analysis, inclusive leader assessments and other data to make data-based decisions. Prior to joining Dollar General, Dr. Battle was a Senior Client Partner at Korn Ferry where he led clients through large-scale cultural transformation and assisted with holistic DEI leadership development, employee engagement and employee branding efforts that enabled clients to attract, develop and retain their talent while meeting their business goals.













As the Global Director of Talent Development for Johnson Controls, a \$30 billion-plus global diversified technology and multi-industrial leader, Dr. Battle was responsible for the development of global strategy related to career development; culture and employee engagement, including diversity and inclusion solutions; an external executive coaching program; performance management; and components of onboarding. He established the tools and approach to help employees navigate their careers successfully, ensuring leaders understand and fulfill their roles in the career development of their teams. As Senior Partner of J.E. Battle & Associates, LLC. Dr. Battle headed up talent development, leadership development and change management interventions for MTV Networks, SAIC and Clayton County Public Schools – Leadership Academy.


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diversified technology and manufacturing leader, Dr. Battle was responsible for the development of global strategy related to career development; culture and employee engagement, including diversity and inclusion solutions; an external executive coaching program; performance management; and components of onboarding. He established the tools and approach to help employees navigate their careers successfully, ensuring leaders understand and fulfill their roles in the career development of their teams. As Senior Partner of J.E. Battle & Associates, LLC, Dr. Battle headed up talent development, leadership development and change management interventions for MTV Networks, SAIC and Clayton County Public Schools – Leadership Academy.

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Document title:	About Dr. Johnne Battle - Corporate
Capture URL:	https://web.archive.org/web/20240526094048/https://www.inclusiongenius.com/about-corporate/
Page loaded at (UTC):	Tue, 27 Aug 2024 14:07:00 GMT
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PDF length:	8
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THE METER IS RUNNING

I was ready to take on the world, but instead, I was being marginalized because of the color of my skin.

It was 2010.

I was working at the headquarters of the world's largest company. I'd spent what felt like a lifetime overcoming the "disability" label my 3rd-grade teacher had given me, but suddenly I was facing another form of categorization: lack of inclusion and resistance to diversity.

I was being overlooked.

It pained me deeply to see many others being treated the same. Good people, future Super Achievers such as Rosalind Brewer, who today is the CEO of Walgreens, Reggie Miller, today the Chief Diversity Officer of McDonald's, Amber Lee Williams, today the SVP and Deputy General Counsel of Bed Bath & Beyond, and many others, all of us told we were less than, told what we couldn't do, and what we couldn't become.

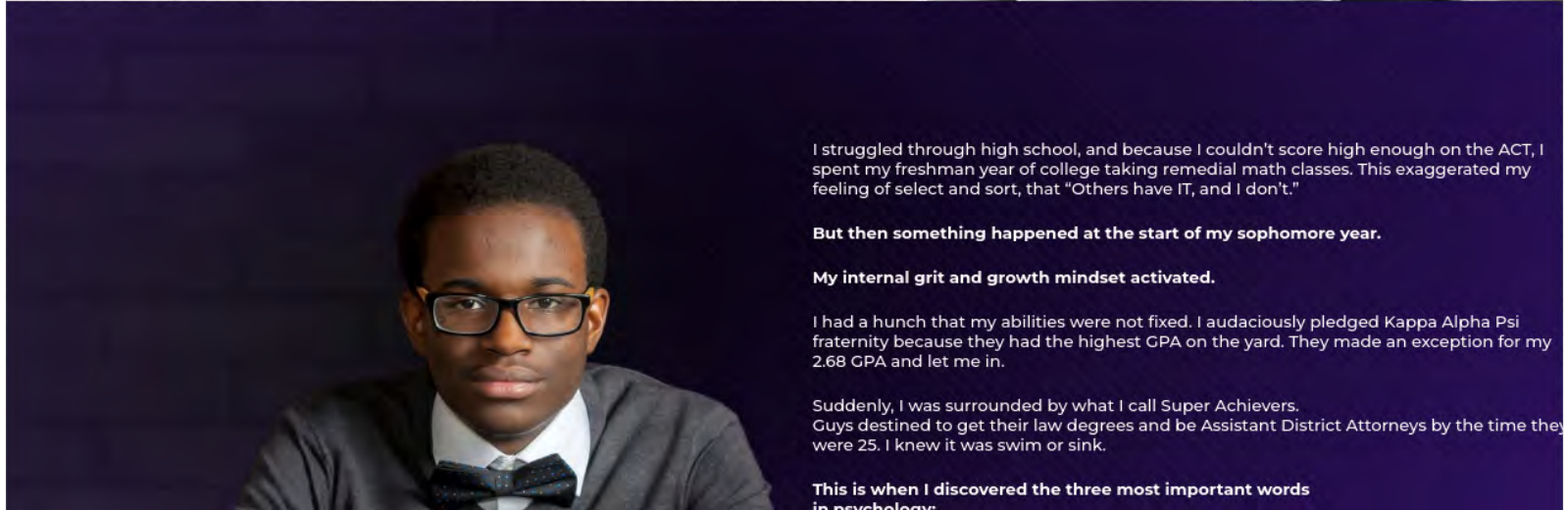
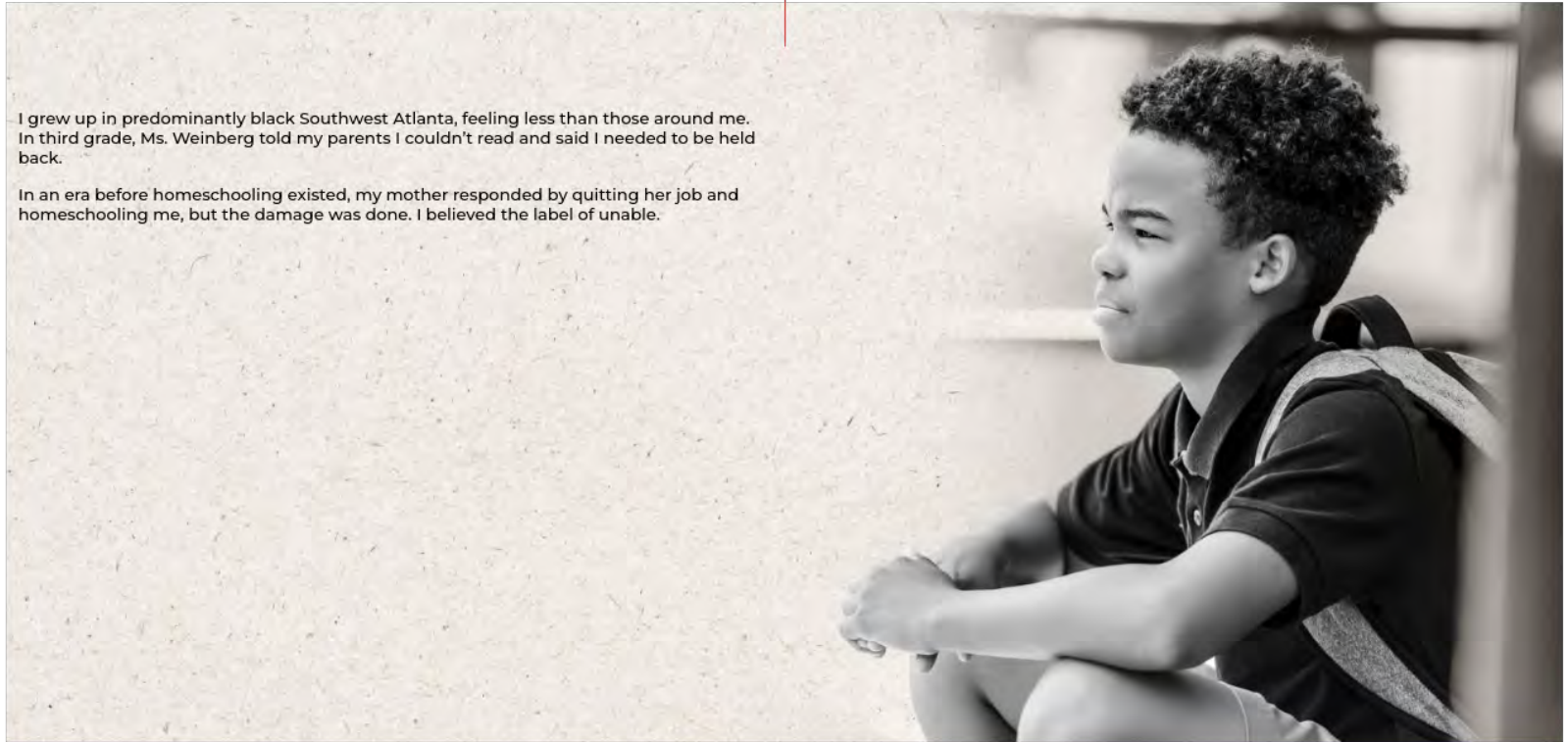
But something good came from this hard experience: I felt my call to be a part of the

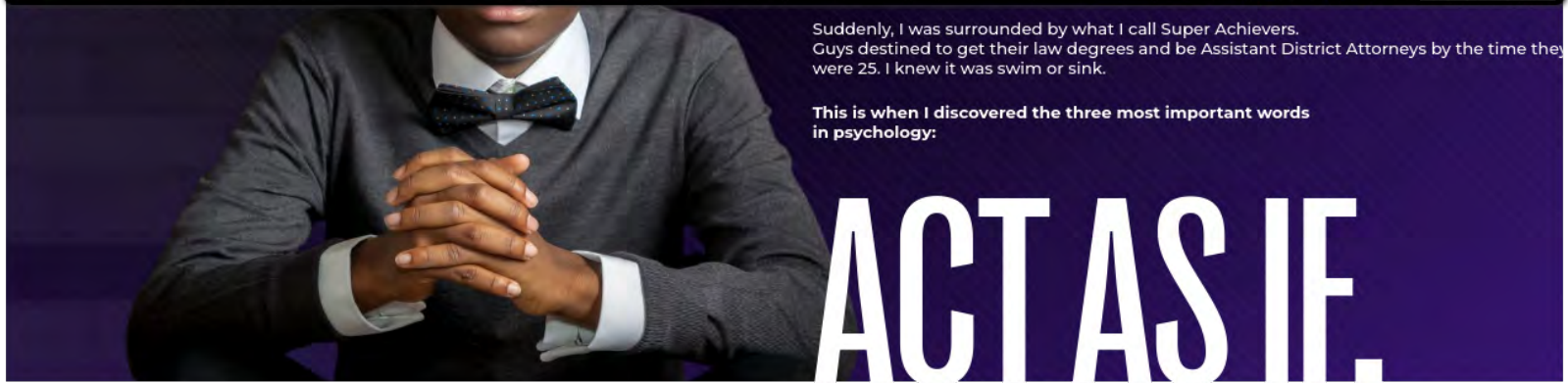
CONDITION

SOLUTION



I headed to Wharton and focused my doctoral work on the correlation between grit, a growth mindset, and inclusion success factors. My life was already a testament to the transformative power of these three qualities.





- ✓ They wore bow ties to class, so I did as well.
 - ✓ They sat in the first three rows, so I did too.
 - ✓ They spent a whole lot of time in this thing called the library. So I did the same.
- I was grit in motion.

And for the first time ever,
I earned a 4.0 GPA.



I realized I'm not disabled, I'm differently-abled. And I could do anything I set my mind to. I could become a Super Achiever.

This realization unlocked the audacity to get a specialist from Mercer, followed by the audacity to knock on the number seven business school in the world, Emory, and get an MBA, and then the number one business school in the world, Wharton, to get my doctorate.





During my doctoral work, I took over a classroom in Atlanta, in the poorest school district in the county. I was entrusted with 200 students as a test case, from their sophomore year till their graduation.

I threw out the old model of grades, and I measured the students by two the things they were always in control of, their grit and their growth mindset.

"There's nothing more powerful than a made-up mind. Show me what your mind is made up for and I'll show you what you can do," is the quote I hung over the classroom door.

I created a safe environment where inclusivity reigned, and everyone was expected to rise to a high level of academic rigor. Administrators were baffled as to why the leader of the Bloods and the leader of the Crips cut every teacher's class except mine. **Inclusion is why.**

In my first year, a young lady confided in me that she was looking at websites on how to kill herself. **She graduated with a 3.4 GPA and a scholarship and hand-wrote me a heartfelt letter about how I changed her life and saved it two years later at her graduation.**

By the end of my test case, I had an unheard-of result: all 200 of my students graduated and were accepted into a university.

My experience with those students steeled my resolve to help the disenfranchised, to bring a solution to those who feel like "They don't got it," and to bring an end to marginalization.

I have spent over ten years in research to become one of the nation's foremost experts and leaders on Human Capital and Talent Development among students, athletes, and business people.

Leaders must go first and lead by example. Not from a position of authority, but rather from a position of influence. Because "influence" is the new currency that propels organizations forward today.

Today, I am the founder of The Inclusion Genius Factory, and I am also the Senior Vice President and Chief Diversity Officer for Dollar General. At DGC, I help our leadership team become transformational inclusive leaders. We have 165,000 plus employees. The Inclusion Genius Factory is the missing piece in the growth mindset and grit world, the blueprint, the specific executable path for Super achievers. Because super achievers are made.

I am a living example of what I teach. And I've got a BHAG;

Inspire and transform the lives of 10 million people over the next ten years -
the meter is running.

Dr. Johné Battle

has been recognized by the LA Times as a Top 100 DEIA Leader, and three consecutive years by the National Diversity & Leadership Council has been one of the Top 100 Diversity Officers for 2021, 2022, and 2023. He has been featured in Fortune Magazine, and has graced the cover Diversity Women, Diversity Professional magazine, and was inducted into Inclusion Hall of Fame. He is renowned as a global Business Executive and thought leader who brings the powerful combination of skillful talent development and human capital expertise. His deep understanding of human relations, personal branding, diversity, equity, and inclusion, and organizational performance have led to a successful track record of business transformation and human capital counseling.

He currently is the founding partner and CEO of The Inclusion Genius Factory, LLC, and the Senior Vice-President and Chief Diversity Officer for Dollar General Corporation, a \$38+ billion-plus retailer with more than 19,500 convenient, easy-to-shop stores in 47 states. Dr. Battle owns the strategy for diversity, equity, and inclusion for over 170,000 employees; working across the organization using belonging indexes, talent-flow analysis, inclusive leader assessments and other data to make data-based decisions. Prior to joining Dollar General, Dr. Battle was a Senior Client Partner at Korn Ferry where he led clients through large-scale cultural transformation and assisted with holistic DEI leadership development, employee engagement and employee branding efforts that enabled clients to attract, develop and retain their talent while meeting their business goals.

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INSPIRE & TRANSFORM
THE LIVES OF **10** MILLION PEOPLE
OVER THE NEXT **10** YEARS
THE METER IS RUNNING



About the Inclusion Genius Factory Solutions

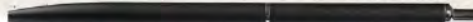
The Inclusion Genius Factory is committed to helping leaders in all industries, build intentional inclusive engagement, grow the collective genius of their teams, and enhance their lives through personal development. The company's success is defined by the number of people whose lives are changed by a message of inclusion.

Through a variety of mediums including live events, zone of genius assessments, publishing, syndicated columns, internal and external media campaigns, podcasts, and digital products, The Inclusion Genius Factory uses real world application to empower leaders to win at life and their chosen profession.

Thousands of leaders in Fortune 500 companies and coaches and athletes in the world of professional and collegiate sports across the country have benefitted from the Inclusion Genius Factory solutions, and Dr. J.E. Battle's world-class interventions have brought vision, inspiration, and encouragement to more than a million leaders.

Voted among the Top 50 DEIA leaders multiple times, Dr. J.E. Battle and the Inclusion Genius Factory bring solutions focused and dedicated to doing work that matters.

Dr. J.E. Battle



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